

ADDITIONAL TERMS OF CONTRACT WITH TERESA BROWN

These additional terms of contract with Teresa Brown are an addendum to, and are incorporated in, the Regular Teacher's Contract between the Jennings County School Corporation ("JCSC") and Teresa Brown ("Superintendent"). Together, these terms are herein referred to as "the Contract".

Whereas, JCSC desires to employ qualified and capable administrators; and

Whereas, JCSC has determined that Superintendent is a qualified and capable administrator who will be a suitable superintendent of schools;

Now, therefore, in consideration of the mutual covenants contained herein, JCSC and Superintendent agree as follows:

1. JCSC employs Superintendent, and Superintendent agrees to serve JCSC, as superintendent of JCSC.
2. The Contract term shall be from July 1, 2019, through June 30, 2022, or until such earlier time as the employment term is terminated. The parties agree that the term of this contract shall automatically be extended one (1) school year on July 1, 2020, and then each successive July 1 thereafter, unless a party gives the other written notice on or before the preceding January 1 that the party does not agree to the automatic extension of the contract. The parties agree this shall result in a continuous three (3) year contract, unless one party provides timely written notice to the other as provided herein (the "Employment Term").
3. Superintendent represents and warrants that she holds a valid Indiana Superintendent's license. Superintendent shall maintain said license in good standing throughout the term of this contract. Should said license be revoked or become invalid, this Contract shall automatically be terminated without further notice or hearing.
4. Superintendent shall serve as the chief administrator of JCSC. Superintendent shall operate and manage JCSC in accordance with the policies of the Board and all applicable federal, state and local laws and ordinances. Superintendent shall perform her duties in a competent and professional manner.
5. Superintendent or her designee, acceptable to the Board, shall attend all meetings of the Board.
6. The duties of the Superintendent shall include, but not be limited to, (a) supervising all employees of JCSC; (b) making recommendations to the Board as to the

selection, assignment, promotion, discipline, retention, reduction in force, non-renewal, or terminations of all personnel of JCSC, subject to final approval of the Board; (c) insuring compliance with all federal and state laws and regulations concerning education and Board policy; (d) performing all duties normally assigned to the superintendent of a public school system; and (e) performing all other duties reasonably assigned to a Superintendent by the Board.

7. JCSC shall pay to Superintendent an annual base salary as follows:

- (a) One hundred seventeen thousand dollars (\$122,000) annually for the period from July 1, 2019 through June 30, 2020.
- (b) One hundred seventeen thousand dollars (\$122,000) annually for the period from July 1, 2020 through June 30, 2021.
- (c) One hundred seventeen thousand dollars (\$122,000) annually for the period from July 1, 2021 through June 30, 2022.

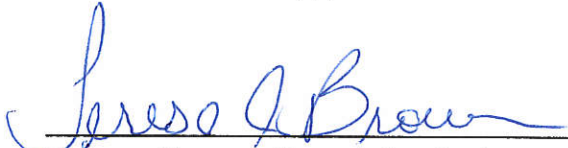
The base salary shall be payable in the same manner as salaries are paid to other JCSC administrators.

- 8. The Board shall conduct an annual evaluation of Superintendent.
- 9. The Superintendent will receive the same salary increase each year at the same dollar amount as administrators receiving the highest salary increase that year. This provision will apply regardless of whether the salary increase is in the form of a base salary increase or a one-time stipend.
- 10. Superintendent shall participate in the Indiana State Teachers Retirement Fund, and JCSC shall make all contributions thereto, on behalf of Superintendent.
- 11. JCSC shall provide Superintendent with twenty (20) days of unpaid vacation annually. JCSC shall provide Superintendent with 11 Sick Days in year one of employment, and 10 Sick Days each subsequent year, 3 Personal Days, and 6 Administrative Float Days annually.
- 12. JCSC shall provide Superintendent with term life insurance in the amount of \$300,000/\$300,000 (Life/ADD), at the cost of \$1 per year to the Superintendent. JCSC shall provide Superintendent with Long-term Disability insurance at the cost of \$1 per year to the Superintendent.
- 13. Superintendent will be provided group Health, Dental & Vision Insurance: Superintendent will pay the premium outlined in the 260 Day Administrators Handbook through Section 125 for any Insurance coverage selected.
- 14. JCSC shall contribute 4.0% of Superintendent's annual base salary, plus \$2,500 annually, to the Superintendent's JCSC 401(a) plan.

15. JCSC shall contribute 1.125% of Superintendent's annual base salary, plus four hundred dollars (\$400) to the Superintendent's JCSC VEBA plan.
16. Superintendent shall be allowed to continue to transfer accumulated sick days from prior employment to JCSC by 25 days per year until accumulated sick days are exhausted, or employment has been terminated.
17. Superintendent shall be solely responsible for the payment of her own federal, state and local taxes on Superintendent's income and on any taxable portion of any employment benefits. JCSC will provide to the Superintendent, a \$50 per month stipend for cell phone coverage, and access to corporation owned vehicle.
18. This Contract terminates on the dates and under the conditions set forth in I.C. 20-28-8-7.
19. The Superintendent shall be entitled to all benefits included in the Jennings County School Corporation's 260 Day Administrator's Handbook except as modified by this addendum.
21. The laws of the State of Indiana govern this Contract.
22. JCSC shall indemnify and hold Superintendent harmless from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in her individual or official capacity as an agent of JCSC. Superintendent shall, however, have no right to reimbursement in relation to matters outside the scope of Superintendent's employment or as to which Superintendent has been adjudged liable to JCSC for negligence or misconduct in the performance of her duties.
23. Invalidity of any portion of this Contract under the laws of the State of Indiana or the United States of America shall not affect the validity of the remainder of this Contract.
24. This Contract may be amended by mutual agreement of the parties, in writing and executed with the same formality as the execution of this Contract. This Contract, together with the regular teacher's contract, constitutes the entire contract between the parties and supersedes all prior agreements.


In witness whereof, the parties have executed this contract this 19th day of December, 2019.

SUPERINTENDENT

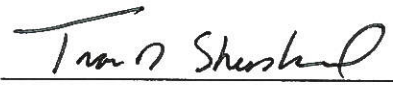


Teresa Brown, Superintendent

**JENNINGS COUNTY
SCHOOL CORPORATION**



Pat Sullivan, President
Jennings County School Corporation
School Board of Trustees



Travis Shepherd, Secretary
Jennings County School Corporation
School Board of Trustees